

SPHR최고덤프시험공부는적중율높은덤프로!

참고: Itexamdump에서 Google Drive로 공유하는 무료 2026 HRCI SPHR 시험 문제집이 있습니다: <https://drive.google.com/open?id=1OUpsNsU50VZ0XaZ3B0v2zuAs8Z5nJIGk>

Itexamdump의 HRCI SPHR덤프는 IT업계에 오랜 시간동안 종사한 전문가들의 끊임없는 노력과 지금까지의 노하우로 만들어낸 HRCI SPHR시험대비 알맞춤 자료입니다. Itexamdump의 HRCI SPHR덤프만 공부하시면 여러분은 충분히 안전하게 HRCI SPHR시험을 패스하실 수 있습니다. Itexamdump HRCI SPHR덤프의 도움으로 여러분은 IT업계에 서 또 한층 업그레이드 될것입니다.

인적 자원전문가(SPHE) 자격증 시험은 인적 자원 관리의 전략적 및 정책 결정 요소를 마스터한 인적 자원 전문가들을 위한 전 세계적으로 인정받는 자격증입니다. HR Certification Institute (HRCI)에서 제공하는 SPHR 자격증은 개인이 HR 이니셔티브를 주도하고 비즈니스 결과를 추진하는 데 필요한 지식과 전문기술을 보유하고 있다는 것을 나타내며, 최소한 석사 학위 이상과 최소한 4년의 전문직 HR 직책 경력 또는 학사 학위 이상과 최소한 7년의 전문직 HR 직책 경력이 있는 경험이 있는 경력 HR 전문가를 대상으로 합니다.

SPRR 인증 시험은 150 개의 객관식 질문으로 구성되며 3 시간 동안 지속됩니다. 시험은 두 섹션으로 나뉩니다. 첫 번째 섹션은 전략적 비즈니스 관리, 인력 계획 및 고용, 인적 자원 개발 및 총 보상을 다룹니다. 두 번째 섹션에는 직원 및 노사 관계, 위험 관리 및 HR 정보 관리가 포함됩니다. 응시자는 시험에 합격하고 SPRR 인증을 받으려면 700 명 중 500 명 이상을 기록해야 합니다.

SPHR최고덤프 최신 인증시험 대비자료

HRCI인증 SPHR 시험은 최근 제일 인기있는 인증시험입니다. IT업계에 종사하시는 분들은 자격증취득으로 자신의 가치를 업그레이드할수 있습니다. HRCI인증 SPHR 시험은 유용한 IT자격증을 취득할수 있는 시험중의 한과목입니다. Itexamdump에서 제공해드리는 HRCI인증 SPHR 덤프는 여러분들이 한방에 시험에서 통과하도록 도와드립니다. 덤프를 공부하는 과정은 IT지식을 더 많이 배워가는 과정입니다. 시험대비뿐만아니라 많은 지식을 배워드릴수 있는 덤프를 Itexamdump에서 제공해드립니다. Itexamdump덤프는 선택하시면 성공을 선택한것입니다.

SPHR 인증 시험을 치르려면 후보자는 전문 HR 역할과 석사 학위 이상에서 최소 4 년의 경험을 가져야합니다. 학위가없는 응시자는 전문 HR 역할에서 최소 10 년의 경험이 있어야합니다.

최신 HRCI Certifications SPHR 무료샘플문제 (Q167-Q172):

질문 # 167

As an HR Professional, you must be familiar with collective bargaining agreements and the process that rights are given, contracts, and union and management cooperation. With this in mind, what is a rights arbitration?

- A. It is a not a lawsuit, but a resolution of laws and their impact on existing contracts.
- B. It is a formal hearing between the management and the union, to resolve grievances during the construction of a contract.
- C. It is a lawsuit between the collective management and the collective union.
- D. It is a formal hearing between management and union members to resolve grievances during the administration of a contract.

정답: D

설명:

Explanation/Reference:

Answer option D is correct.

Rights arbitration is like a hearing, but it doesn't take place in the court of law. Rights arbitration aims to resolve grievances between union members and management, that have happened during the administration of a contract.

Answer option C is incorrect. Note that this answer is close, but it defines rights arbitration as something that occurs during the construction of the contract, not during the actual administration of the contract.

Answer option B is incorrect. Rights arbitration is not a lawsuit.

Answer option A is incorrect. Rights arbitration is not an interpretation of laws and their affect on existing contracts.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Dispute Resolution

질문 # 168

What is the time limit for filing a charge of discrimination with the EEOC?

- A. 90 days
- B. 60 days
- C. 180 days
- D. 30 days

정답: C

설명:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

질문 # 169

You are an HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.

During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Content validity
- B. Criterion-related validity
- C. Predictive validity
- D. **Construct-related validity**

정답: D

설명:

Explanation/Reference:

Answer option A is correct.

Construct-related validity determines whether a test measures the connection between candidate characteristics and successful performance on the job. According to the DOL, construct validity is a method of testing that measures an applicant's abstract future behaviors. In order for a test to be legally defensible, it must show that it measured the proper characteristic, and that it accurately predicted future success on the job.

Answer option C is incorrect. Content validity is evidence that the candidate can perform key aspects of the job in the interview process, such as conversing in English and then in Spanish if these were the requirements of the job.

Answer option D is incorrect. Criterion-related validity is an example where performance scores achieved by current employees are based on the criterion used for the selection. For example, current employees can perform better because they can design artwork in particular software programs, so applicants must be able to use the particular software program to qualify for the position.

Answer option B is incorrect. Predictive validity is a confirmation that the characteristics the candidate tested for during the interview process hold true in the actual performance of the candidate once they've been hired.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

질문 # 170

An employee with a bachelor's degree, an employee who speaks English as a second language, and an individual over the age of 40 are all examples of what?

- A. Protected class groups
- B. Non-discriminatory hiring practices
- C. **A diverse work group**
- D. Effective knowledge management programs

정답: C

설명:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

Diversity simply means "the differences among people." Although diversity encompasses protected-class characteristics (D) and can be a measure of non-discriminatory hiring practices (C), it represents the differences of all employee behaviors and classifications.

Knowledge management programs (B) refer to the ability of the employer to retain and apply the collective knowledge of their workers to achieve strategic aims.

Chapter: Employee and Labor Relations

Objective: Review Questions

질문 # 171

DRAG DROP

Drag and drop the elements of proposal formats according to their descriptions.

Select and Place:



정답:

설명:

□ Explanation/Reference:

The following are some of the elements of proposal formats:

The following are some of the elements of proposal items:

Vendor Qualifications: Includes references from other clients

□ Project Management Plan: Describes specifically how the vendor intends to supply the product.

Project Management Plan. Describes specifically how the vendor will implement the project.

Roles: Includes information about members of the project team.

Delivery Schedule: Provides a milestones for the completion of

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Third-Party Contract Management

질문 #172

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SPHR높은 통과율 시험대비 공부자료 : <https://www.itexamdump.com/SPHR.html>

그 외, Itexamdump SPHR 시험 문제집 일부가 지금은 무료입니다: <https://drive.google.com/open?>

id=1OUpsNsU50VZ0XaZ3BQv2zuAs8Z5nJIGk